

Welfare

Rai Way is particularly sensitive to welfare and to issues related to the reconciliation of private and working life of its employees.

In particular, the Company's action on the work-life balance front involves a variety of initiatives: from the activation of agile work to the granting of leave of absence and part-time work, from the provision of extra hours paid on the occasion of special events or for specific family needs, to the configuration and implementation of innovative work-life balance tools, such as the annual "Time Bonus".

Rai Way also participates in the Rai Group "company welfare" and "benefits" system in favour of company

personnel, with extension, where envisaged, to the family unit.

In this context, Rai's Collective Bargaining Agreement for Executives/white-collar employees/manual workers, which applies to Rai Way staff, provides for benefits relating to health care, complementary social security and additional insurance coverage against professional and extra-professional injury. In addition, there are also corporate agreements supporting the purchasing power of employees, for services at favourable conditions. For Rai Way employees, the possibility of converting the economic component of the Company performance bonus into welfare services is also envisaged through the dedicated platform, shared with Parent Company Rai.

GRI 401-2 - Benefits provided to full-time employees that are not provided to temporary or part-time employees

Benefits	2019				2020				2021			
	Open-ended contracts		Fixed-term contracts		Open-ended contracts		Fixed-term contracts		Open-ended contracts		Fixed-term contracts	
	part-time (yes / no)	full time (yes / no)	part-time (yes / no)	full time (yes / no)	part-time (yes / no)	full time (yes / no)	part-time (yes / no)	full time (yes / no)	part-time (yes / no)	full time (yes / no)	part-time (yes / no)	full time (yes / no)
Life Insurance/Accident Insurance*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Healthcare Assistance	Yes	Yes	No	No	Yes	Yes	No	No	Yes	Yes	No	No
Parental leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pension (Supplementary Pension)**	Yes	Yes	No	No	Yes	Yes	No	No	Yes	Yes	No	No
Shareholding ***	No	No	No	No	No	No	No	No	No	No	No	No

* The Fasi, Fasdir and Assidai funds guarantee coverage for their members for healthcare expenses on a direct basis with the participating facilities or reimbursement of medical-healthcare services provided, also to supplement the National Healthcare Service. The Funds are increased by the Company and by contributions by the employees. In addition to the mandatory insurance, there is also insurance to protect workers against the risk of work-related accidents and non-work-related accidents that result in the death or total/partial permanent disability.

** The Craipi and Fipdrai Funds give their members pension benefits additional to the obligatory National Social Welfare Institute (INPS) pension, and are topped up by the Company and by employee contributions.

*** With reference to the pursuit of long-term interests, the Shareholders' Meeting held on 27 April 2021 approved the share-based long-term incentive plan for the Chief Executive Officer and General Manager and all Key Managers.

Rai Way to support personal training

Rai Way protects the right to study and facilitates the exercise of this right by granting hours of paid leave for exams, in compliance with the provisions of the Rai Collective Agreement for Executives/white-collar employees/manual workers.

In particular, working students, including university students, who have to take exams are entitled to paid daily leave for all the days required to complete the exam, and, if they pass the exam, for the two days preceding it. A total of twenty days are allotted for the state exams required to award a high school diploma. Three days of paid leave are granted to students who have to discuss their thesis. For examinations related to Master's Degree programmes legally recognised by Italian Universities or similar post-graduate courses, a daily paid leave is granted for the day of the examination.

The Company identifies and promotes training courses that are useful for complying with professional refresher requirements provided by the professional Boards in which personnel are registered.

In addition, when granting leave of absence, requests to attend courses of study aimed at improving an employee's specific professional preparation are evaluated with a favourable eye, always compatibly with corporate needs.

Employees with executive status may benefit from the use of a company car and reimbursement of fuel costs incurred up to a maximum of 2,000 litres per calendar year, as well as from insurance policies

and membership of a supplementary pension fund, which is governed by both the relevant national collective contracts and supplementary corporate agreements.

New work-life balance instruments, the "Time Bonus"

With the implementation of the "Time Bonus", Rai Way awards full-time permanent employees who have distinguished themselves in terms of value and quality of the performance, extra paid leave hours to be used within a certain time frame, for personal life requirements.

This initiative innovates the Company's bonus system, with an additional, non-monetary bonus instrument that returns to an employee the valuable time he or she has given the Company.

Parental leave

Rai Way pays particular attention to the family dimension and supports parenthood. For this reason, considering that parental leave is a period of optional abstention from work granted to parents to take care of the child in its early years of life and meet its emotional and relational needs, Rai Way in relation to the first month of parental leave taken by the working mother - and the working father under certain conditions - without interruption with respect to the end of the fruition of the mandatory leave post partum, supplements the economic treatment up to 90% compared to 30% recognised by INPS.

In 2021, 7 Rai Way employees benefited from parental leave: in 71.43% of cases requests were made by mothers and in the remaining 28.57 % by fathers.

85.7% of the employees who benefited from parental leave returned to work and were still employed by the Company in 2021.

GRI 401-3 - Parental Leave

Cases	u.m.	2019			2020			2021		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Total number of employees who were entitled to parental leave		0	0	0	0	0	0	0	0	0
Total number of employees who took parental leave		9	15	24	5	9	14	2	5	7
Total number of employees who returned to work during the reporting period after taking parental leave	No.	9	14	23	5	9	14	2	4	6
Number of employees working 12 months after taking parental leave		7	14	21	9	14	23	5	9	14
Return rate after parental leave		100.0	93.3	95.8	100.0	100.0	100.0	100.0	80.0	85.7
Job retention rate after parental leave	%	100.0	93.3	95.5	100.0	100.0	100.0	100.0	100.0	100.0

As proof of the attention paid to the staff well-being and engagement, the Company has also implemented activities to listen to its employees with targeted employee satisfaction surveys administered to the company population. The surveys were carried out through the use of specific platforms, with communication to those concerned via email sent to their email account, and with articulation

of multiple-choice, single-choice or free-text questionnaires based on judgements expressed on a 4- or 5-value approval scale (yes, quite a lot, a little, not at all).

The analysis of the responses provided by employees was carried out through the survey tools made available by the platform used.